FY 2002
AFFIRMATIVE EMPLOYMENT PROGRAM

ACCOMPLISHMENT REPORT

AND

FY 2003
AFFIRMATIVE EMPLOYMENT PROGRAM UPDATE

FOR

MINORITIES AND WOMEN

THE OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH

THE NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION
U.S. DEPARTMENT OF COMMERCE

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NOAA OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH (OAR)
SSMC1, Room 4318
1335 East West Highway
Silver Spring, Maryland 20910-3225

ORGANIZATIONAL LEVEL: MOC

NUMBER OF EMPLOYEES COVERED BY PLAN: TOTAL 883

PROFESSIONAL	597	ADMINISTRATIVE	137	TECHNICAL	63
CLERICAL	74	OTHER	0	BLUE COLLAR	12

Anthony J.L. Tafoya 303-497-6731
NAME OF CONTACT PERSON PREPARING FORM **TELEPHONE NO.**

Anthony J.L. Tafoya OAR EEO Manager
NAME AND TITLE OF PRINCIPAL EEO OFFICIAL

SIGNATURE OF PRINCIPAL EEO OFFICIAL **DATE**
CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEOC MD-714.

Louisa Koch, Acting Assistant Administrator, OAR
NAME AND TITLE OF HEAD OF ORGANIZATION:

SIGNATURE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL
CERTIFIES THAT THIS REPORT IS COMPLIANCE WITH EEO-MD 714.

EEOC Form 568 (8/87)

ORGANIZATION LISTING

ORGANIZATION	LOCATION
OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH (OAR)	Silver Spring, MD
OCEANIC & ATMOSPHERIC RESEARCH LABORATORIES	
Aeronomy Laboratory (AL)	Boulder, CO
Atlantic Oceanographic Meteorological Laboratory (AOML)	Miami, FL
Air Resources Laboratory (ARL)	Silver Spring, MD
Climate Diagnostics Center (CDC)	Boulder, CO
Climate Monitoring Diagnostic Laboratory (CMDL)	Boulder, CO
Environmental Technology Laboratory (ETL)	Boulder, CO
Forecast Systems Laboratory (FSL)	Boulder, CO
Geophysical Fluid Dynamics Laboratory (GFDL)	Princeton, NJ
Great Lakes Environmental Research Laboratories (GLERL)	Ann Arbor, MI
National Severe Storms Laboratory (NSSL)	Norman, OK
Pacific Marine Environmental Laboratory (PMEL)	Seattle, WA
Space Environment Center (SEC)	Boulder, CO
NATIONAL UNDERSEA RESEARCH PROGRAM (NURP)	Silver Spring, MD
NATIONAL SEA GRANT COLLEGE PROGRAM (SG)	Silver Spring, MD
OFFICE OF GLOBAL PROGRAMS (OGP)	Silver Spring, MD

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
FY 02 ACCOMPLISHMENT REPORT
SUMMARY ANALYSIS OF WORK FORCE

The following is a narrative work force analysis of occupational categories, grade groupings, and major occupations. Three laboratories, GFDL, GLERL and PMEL remain in the GS system. Because of this, GS employees and Demo employees with similar career paths were combined in the occupational categories analysis. For example, ZP (Professional) employees were combined with the GS Professional (P) PATCOB category.

1. OCCUPATIONAL CATEGORIES (Appendix A)

PROFESSIONAL **-**

During FY02, the total number of employees in the Professional occupational category decreased by 7 employees from 604 (FY01) to 597 (FY02). Of the 597 employees, non-minority men represent 73.53 percent; non-minority women represent 13.90 percent and minorities represent 12.58 percent.

There is a manifest imbalance of non-minority women and Black women.

There was an increase in the percentage of minorities and non-minority women from 24.84% (FY01) to 26.48% (FY02).

ADMINISTRATIVE -

During FY 02, the total number of administrative positions increased by ten employees from 127 (FY01) to 137 (FY02). Of the 137 employees, non-minority men represent 30.66 percent; non-minority women represent 54.01percent and minorities represent 15.33 percent.

There is conspicuous absence of American Indian men. There is a manifest imbalance of non-minority men, Black men and women.

There was an increase in the percentage of minorities and non-minority women from 68.49% (FY01) to 69.34% (FY02).

TECHNICAL -

During FY02, the total number of technical positions decreased by five employees from 68 (FY01) to 63 (FY02).

Of the 63 employees, non-minority men represent 63.49 percent; non-minority women represent 19.05 percent and minorities represent 17.47 percent.

There is a conspicuous absence of Black men, Hispanic women and American Indian women. There is a manifest imbalance of non-minority women.

There was a decrease in percentage of minorities and non-minority women from 39.70% (FY01) to 36.52% (FY02).

CLERICAL -

During FY02, the total number of clerical positions decreased by one employee from 75 (FY01) to 74 (FY02). Of the 74 employees, non-minority women represent 71.62 percent and minorities represent 28.37percent. Non-minority men are not represented in this category.

There is a conspicuous absence of White men, Hispanic men, Asian men and American Indian man and women.

There was no change in percentage of minorities and non-minority women from FY 01 (100%) to FY 02 (100%).

OTHER -

There are no positions under other.

BLUE COLLAR -

During FY02, the total number of Blue Collar positions decreased by one employee from 13 (FY01) to 12 (FY02). Of the 12 employees, non-minority men represent 83.33 percent and minorities represent 16.66 percent. Non-minority women are not represented in this category.

There is conspicuous absence of non-minority women, Black women, Hispanic women, Asian men and women, American Indian men and women.

There was an increase in percentage of minorities from 15.38% (FY 01) to 16.66% (FY02).

2. GRADE GROUPINGS

White Collar Workforce - GS System (Appendix B):

An analysis of grade groupings in the White Collar workforce shows that of the 260 OAR employees in the GS system, minorities and non-minority women are a majority in the GS-5-8 levels.

GS 1 to 4 levels
The total number of employees increased by one from 0 to 1. Non-minority women represent 100% of the employees.

GS 5 to 8 levels
The total number of employees increased from by three from 30 to 33. Of the 33 employees, non-minority men represent 15.15 percent, non-minority women represent 54.55 percent. And minorities represent 30.30 percent. There is conspicuous absence of Hispanic men, women, Asian men and American Indian men and women.

GS 9 to 12 levels -
The total number of employees decreased by three from 82 to 79. Of the 79 employees, non-minority men represent 55.70 percent, non-minority women represent 31.65 percent and minorities represent 12.66 percent. There is conspicuous absence of Hispanic men and

women, Asian women and American Indian men.

GS 13 to 15 levels -
The total number of employees increased by one from 121 to 122. Of the 122 employees, non-minority men represent 76.23 percent, non-minority women represent 12.30 percent and minorities represent 11.48 percent. There is conspicuous absence of Black men and women, American Indian men and women.

ES/ST levels -
The total number of employees remained the same in this category. Of the 25 employees, non-minority men represent 76.00 percent, non-minority women represent 16.00 percent and minorities represent 8.00 percent

White Collar Workforce - Pay Band Distribution
The distribution shows that while non-minority women and minorities are represented in all career paths, they are under represented in the higher pay bands. There were 611 OAR employees in the Demo system. **(Appendix C).**

ZP: The total number of employees in the ZP career path decreased by 7 from 442 (FY01) to 435 (FY02). Of the 435 OAR employees in the ZP career path, non-minority men represent 74.02 percent, non-minority women represent 13.33 percent and minorities represent 12.64 percent. There is conspicuous absence of American Indian women. **(Appendix C-1).**

ZP1 (GS1-6) -
The total number of employees remained the same. Of the 2 employees, non-minority men represent 50.00 percent and non-minority women represent 50.00 percent. Minorities are not represented.

ZPII (GS7-10) -
The total number of employees increased by 10 from 9 to 19. Of the 19 employees, non-minority men represent 36.84 percent, non-minority women represent 21.05 percent and minorities represent 42.10 percent.

ZPIII (GS11-12) -
The total number decreased by 5 from 104 to 99. Of the 99 employees, non-minority men represent 64.65 percent, non-minority women represent 22.22 percent and minorities represent 13.13 percent.

ZPIV (GS13-14) -
The total number decreased by 10 from 245 to 235. Of the 235 employees, non-minority men represent 77.02 percent, non-minority women represent 11.49 percent and minorities represent 11.49 percent.

ZPV (GS15) -
The total number of employees decreased by 2 from 82 to 80. Of the 80 employees, non-minority men represent 86.25 percent, non-minority women represent 5.00 percent and minorities represent 8.75 percent.

ZA: The total number of employees in the ZA career path increased by 7 from 82 (FY01) to 89 (FY02). Of the 89 OAR employees, non-minority men represent 22.47 percent, non-minority

women represent 61.80 percent and minorities represent 15.74 percent of the total. There is conspicuous absence of Black men, Asian men and American Indian men. **(Appendix C-2).**

ZA1 (GS 1 to 6)
The total number of employees decreased by 1 from 1 to 0.

ZAII (GS7-10)
The total number of employees remained the same. Of the 17 employees, non-minority men represent 5.88 percent, non-minority women represent 64.71 percent and minorities 29.41 percent.

ZAIII (GS11-12)
The total number of employees increased by 3 from 36 to 39. Of the 39 employees, non-minority men represent 30.77 percent, non-minority women represent 58.97 percent and minorities represent 10.25 percent.

ZAIV (GS13-14)
The total number of employees increased by 4 from 24 to 28. Of the 28 employees, non-minority men represent 14.29 percent, non-minority women represent 71.43 percent and minorities represent 14.28 percent.

ZAV (GS15)

The total number of employees increased by 1 from 4 to 5. Of the 5 employees, non-minority men represent 60.00 percent, non-minority women represent 20.00 percent and minorities represent 20.00 percent.

ZT: The total number of employees in the ZT career path decreased by 3 from 25 (FY01) to 22 (FY02). Of the 22 OAR employees, non-minority men represent 77.27 percent, non-minority women represent 9.09 percent and minorities represent 13.65 percent. There is conspicuous absence of Black men, Hispanic women, Asian men and women and American Indian women. There are no employees in the ZTI and ZTV paybands. **(Appendix C-3).**

ZTII (GS5 - 8)
The total number decreased by 4 from 7 to 3. Of the 3 employees, non-minority men represent 33.33 percent and non-minority women represent 66.67 percent. Minorities are not represented.

ZTIII (GS9 - 10)
The total number of employees remained the same. Of the 6 employees, non-minority men represent 66.67 percent and minorities represent 33.34 percent. Non-minority women are not represented.

ZTIV (GS11-12)
The total number of employees increased by one. Of the 13 employees, non-minority men represent 92.31 percent and minorities represent 7.69 percent. Non-minority women are not represented.

ZS: The total number of employees in the ZS career path decreased by 2 from 67 (FY01) to 65

(FY02). Of the 65 OAR employees in the ZS career path, non-minority women represent 69.23 percent and minorities represent 30.78 percent. Non-minority men are not represented. There is conspicuous absence of Hispanic men, Asian men and women and American Indian men and women. (**Appendix C-4**).

ZSI (GS1 to 2)
The total number of employees increased by one from 0 to 1. Non-minority women represent 100 percent. Non-minority men and minorities are not represented.

ZS II (GS3 to 4)
The total number of employees remained the same from FY 01 to FY 02. Of the 2 employees, minorities represent 100 percent. Non-minority men and non-minority women are not represented.

ZSIII (GS5 to 6)
The total number of employees decreased by three from 13 to 10. Of the 10 employees, non-minority men represent non-minority women represent 60.00 percent and minorities represent 40.00 percent.

ZSIV (GS7 to 8)
The total number of employees remained the same from FY 01 to FY 02. Of the 49 employees, non-minority women represent 75.51 percent and minorities represent 24.48 percent. Non-minority men are not represented.

ZSV (GS9 to 10)
The total number of employees remained the same from FY 01 to FY 02. Of the 3 employees, non-minority women represent 33.33 percent and minorities represent 66.66 percent. Non-minority men are not represented.

Blue Collar Workforce (Appendix D)
The total number of Blue Collar employees decreased by 1 from 13 (FY01) to 12 (FY02). Of the 12 OAR employees, non-minority men represent 83.33 percent and minorities represent 16.66 percent of the total. There is conspicuous absence of Non-minority women, Black women, Hispanic women, Asian men and women and American Indian men and women.

3. MAJOR OCCUPATIONS (Appendix E):

An analysis of the most populous series (100 or more employees) shows that OAR has conspicuous absence and/or manifest imbalance in the following major occupations.

Meteorology 1340 -

The total number of Meteorology positions decreased by eight from 177 (FY01) to 169 (FY02). Of the 169 employees, non-minority men represent 82.84 percent; non-minority women represent 7.69 percent and minorities represent 9.47 percent.

There is a conspicuous absence of Black men and women and American Indian women. There is a manifest imbalance of non-minority women.

There was an increase in percentage of minorities from 9.02 percent (FY 01) to 9.47 percent

(FY02).

Physical Science 1301 -

The total number of Physical Science positions increased by one from 110 (FY01) to 111 (FY02). Of the 111 employees, non-minority men represent 72.07 percent; non-minority women represent 17.12 percent and minorities represent 10.80 percent.

There is a conspicuous absence of Hispanic women and American Indian women. There is manifest imbalance of non-minority women.

There was an increase in percentage of minorities from 7.28 percent (FY 01) to 10.80 percent (FY02).

Oceanography 1360 -

The total number of Oceanography positions remained the same at 67. Of the 67 employees, non-minority men represent 65.67 percent; non-minority women represent 17.91 percent and minorities represent 16.42 percent.

There is a conspicuous absence of American Indian men and women.

There was an increase in percentage of minorities from 14.93 percent (FY01) to 16.42 percent (FY02).

Physics 1310 -

The total number of Physics positions decreased by two from 60 (FY01) to 58 (FY02). Of the 60 employees, non-minority men represent 91.38 percent; non-minority women represent 1.72 percent and minorities represent 6.89 percent.

There is a conspicuous absence of Black men and women, Hispanic women, Asian women and American Indian men and women.

There was an increase in percentage of minorities from 6.67 percent (FY01) to 6.89 percent (FY02).

There is manifest imbalance of non-minority women and Asian men.

4. PROMOTIONS, SEPARATIONS, ACCESSIONS:

PROMOTIONS:
The following information on promotions was obtained using the NFC personnel data base. During FY 02, a total of 31 non-demo employees were promoted: 18 non-minority men, 7 non-minority women, and 6 minorities (2 Asian men, 2 Black women, 1 Hispanic man and 1 Hispanic woman.)

Non-Demo Labs - Employees			
GRADE	**NON-MINORITY MEN**	**NON-MINORITY WOMEN**	**MINORITY**
ES3-4	1	0	0
GS-14 TO GS-15	2	2	1 (Hispanic man)
GS-13 TO GS-14	9	0	0
GS-12 TO GS-13	0	1	1 (Hispanic woman)
GS-11 TO GS-12	0	2	0
GS-9 TO GS-11	2	1	1(1Asian man)
GS-09 TO GS-10	2	0	1(1 Asian Man)
GS-07 TO GS-08	0	1	0
GS-06 TO GS-07	0	0	1 (Black Woman)
GS-05 TO GS-06	1	0	1 (Black woman)
WG-01 TO WG-02	1	0	0
TOTAL	18	7	6

During FY 02, a total of 36 employees in the Demo system were promoted: 13 non-minority men, 16 non-minority women and 7 minorities (2 Asian men, 1 Asian woman, 3 Black women and 1 Hispanic woman).

Demo Employees			
GRADE	**NON-MINORITY MEN**	**NON-MINORITY WOMEN**	**MINORITIES**
ES3 TO ES4	0	1	0
GM15 to ZP5	1	0	0
ZP4 TO ZP5	2	0	1 (Asian man)
ZP3 TO ZP4	4	1	2 (Asian man, Asian woman)
ZP2 TO ZP3	1	0	0
ZA5 TO ES2	0	1	0
ZA3 TO ZA4	0	3	0
ZA2 TO ZA3	2	2	0
ZA1 TO ZA2	0	0	1 (Hispanic man)
ZS5 TO ZA2	0	1	0
ZS4 TO ZP2	0	2	0
ZS4 TO ZA2	0	2	1 (Black woman)
ZS4 to ZS5	0	1	1 (Black woman)
ZS3 to ZS4	0	1	1 (Black woman)
ZT 3 TO ZP2	1	0	0
ZT2 TO ZT3	2	1	0
TOTAL	13	16	7

SEPARATIONS:
During FY 02, there were a total of 60 separations. The separations included: 37 non-minority men (61.67%); 15 non-minority women (25.00%); 1 Black Man (1.67%); 6 Black Women (10.00%); and 1 Asian woman (1.67%).

ACCESSIONS:
During FY 01, there were a total of 56 new hires. The new hires included: 19 non-minority men (33.93%); 18 non-minority women (32.14%); 4 Black men (7.14%); 8 Black women (5.36%); 1 Hispanic man (1.79%); 3 Hispanic women (5.36%); 2 Asian men (3.57%); and 1 Asian women (1.79%).

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
PLAN UPDATE FOR FY 2002
REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: Organization and Resources

PROBLEM/BARRIER STATEMENT: The OAR EEO program procedures are not being applied to all OAR units that were made part of OAR under the OAR reorganization in 1999.

OBJECTIVE: Expand the OAR EEO program to include all OAR units.
RESPONSIBLE OFFICIAL: Assistant Administrator, OAR
TARGET DATE: September 2002

ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
Include the EEO manager on the COOL system with view rights for OAR HQ and field units.	OAR Assistant Administrator	December 2001
Expand the OAR EEO tracking procedures to OAR HQ and HQ units (OGP, Sea Grant and NURP).	OAR Deputy Assistant Administrator	September 2002
Expand the requirement for EEO Quarterly reports to OAR HQ and HQ units (OGP, Sea Grant and NURP).	OAR Deputy Assistant Administrator	March 2002

The EEO Manager is included with view rights on the COOL system. However, some ASCs are not providing the EEO office with view rights.

This action item on expanding the OAR EEO tracking procedures will be continued because of lack of clarity on the information received by the OAR EEO office. The number of hires reviewed by the EEO office and the number of hires reflected in the computer data bases did not match.

The action item on expanding the requirement for EEO quarterly reports will be continued because the narrative information from OAR HQ units that is received by the EEO office is not timely. The narrative information is needed to respond to requests for information and reports that are typically not included in computer data bases, e.g., recruitment/outreach.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
PLAN UPDATE FOR FY 2002
REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: Organization and Resources

PROBLEM/BARRIER STATEMENT: Employees outside of the D.C. metro area do not get the same exposure to training on work place issues.

OBJECTIVE: Hold an FY 02 Boulder conference on workplace issues.
RESPONSIBLE OFFICIAL: Assistant Administrator, OAR
TARGET DATE: November 2001

ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
Hold the Boulder laboratories workshop on EEO and Diversity issues in November 2001.	OAR EEO Manager and OAR Diversity Program Manager	November 2001
As a follow-up to the Boulder Laboratories workshop, hold quarterly diversity events in Boulder.	OAR EEO Manager and OAR Diversity Program Manager	September 2002
Establish procedures for EEO Advisory Committee Representatives to attend SACNAS, AISES and other minority youth conferences.	OAR EEO Manager and OAR Diversity Program Manager	September 2002
Encourage more supervisors and employees from individual labs to participate in BLDC activities and programs.	OAR EEO Manager and OAR Diversity Program Manager	September 2002

The Boulder Laboratories Diversity Council (BLDC), which includes members of the OAR EEO/Diversity Committee held a conference titled, “Building Tomorrow’s Workplace” on November 27 & 28, 2001 at the Millennium Hotel in Boulder, CO. The workshops included topics such as Creating Problem Solving and Decision Making; The Empowering Manager; Basic Presentation Skills; Aging; Alternative Dispute Resolution; and so on. The keynote speakers were Claire Raines who spoke about Generations at Work and Consuelo Kickbusch who spoke about Valuing Diversity. More than 175 employees from the various DOC labs attended.

EEO provided monetary support for the following activities in Boulder: Black History Month activities with Blacks in Government; Women’s History Month and Bring Your Child to Work Day. EEO also purchased posters for each of the other special emphasis events for viewing.

An EEO committee member participated in the SACNAS conference.

Supervisors and employees participated in activities of the BLDC.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
PLAN UPDATE FOR FY 2002
REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: Recruiting and Hiring

PROBLEM/BARRIER STATEMENT: OAR has an aging workforce and needs to develop new strategies for attracting, promoting, and retaining minorities and women.

OBJECTIVE: Develop procedures for attracting more employees with graduate degrees and post docs to OAR.
RESPONSIBLE OFFICIAL: Assistant Administrator, OAR
TARGET DATE: September 2002

ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
Expand the Time-in-Grade (TIG) analysis to focus on retention and require IDP (individual development plans) for minority and women employees with TIG exceeding 60 months.	OAR Deputy Assistant Administrator	March 2002
Increase the working relationship with SACNAS and encourage attendance and financial support of the national conference.	OAR Deputy Assistant Administrator	September 2002 January 2002
Support the Minority Serving Institutions NOAA initiative by serving on the MSI council and providing leadership for new initiatives.	OAR Deputy Assistant Administrator	September 2002
Seek out new funding to be made available by OAR HQ for labs to hire new employees.	OAR Deputy Assistant Administrator	

The TIG Analysis is being reviewed by the OAR EEO Committee to reconcile the time in grade of GS and demo employees.

OAR supported the SACNAS conference in Anaheim, CA with a NOAA exhibit booth. Partial funding ($10K) was provided to SACNAS to support teacher training for 10 teachers from minority communities and rural areas to attend the conference in Atlanta, GA.

The OAR Deputy Assistant Administrator served as chair of the NOAA MSI Council.

Funding for students throughout NOAA has been through the MSI initiative.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
PLAN UPDATE FOR FY 2002
REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: Recruiting and Hiring

PROBLEM/BARRIER STATEMENT: A majority of the positions in Meteorology, Physical Science, Physics, and Oceanography are in the higher grade levels (GS-13 and above).

OBJECTIVE: Place more emphasis on entry level student programs and filling positions at the lowest possible levels.
RESPONSIBLE OFFICIAL: Assistant Administrator, OAR
TARGET DATE: September 2002

ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
Encourage laboratory directors to use regular and alternate student programs and fill positions with long-term affirmative employment recruiting goals in mind.	OAR Deputy Assistant Administrator	March 2002
Through the use of Performance Plans, require managers and supervisors to be more visible and actively involved in the recruitment of minorities and women and in filling positions at the lowest possible level.	OAR Deputy Assistant Administrator	April and September 2002
Continue to support the Colorado Mathematics, Engineering, Science Achievement (MESA) program by encouraging employees to volunteer to give presentations and to help in co-sponsoring MESA projects.	OAR EEO Manager	March 2002

AL, ARL, AOML, FSL, CMDL and CDC participated in the PHASE 2002 program. The OAR student hires included: 3 Hispanic men, 1 Hispanic woman**,** 1 Asian man, 2 Black men, 5 non-minority men and 5 non-minority women.

OAR partnered with the NCAR - SOARS (Significant Opportunities in Atmospheric Research and Science) in the placement and mentorship of two students: 1 Black woman at AOML in Miami and a Black man at AL.

OAR used the SCEP program to place students: 1 non-minority man, 2 Hispanic men and 1 Hispanic woman at AOML and 1 Black woman at NSSL.

An EEO laboratory evaluation report on accomplishments and areas of concern was presented to the OAR Assistant Administrator as part of the performance plan interviews for laboratory directors.

Funding was provided to co-sponsor the Colorado MESA school jamboree. Over 300 middle school students participated in the day long series of math and science competitions. In addition, NOAA Research assisted with the planning and instruction of Latino Parent Advocacy classes, as part of the CO MESA and Sun Microsystems grant to expand the Mathematics, Engineering Science Achievement program into the middle schools in four school districts north of Denver. About 60 parents attend the classes

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
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REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: Recruitment and Hiring

PROBLEM/BARRIER STATEMENT: OAR does not have an ongoing relationship with Tribal Colleges and Universities.

OBJECTIVE: Establish a relationship with tribal college leaders and participate in activities in support of Executive Order 13021.
RESPONSIBLE OFFICIAL: Assistant Administrator, OAR
TARGET DATE: September 2002

ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
Expand relationships with tribal college leaders and participate in activities in support of EO 13021 on Tribal Colleges and Universities.	OAR Deputy Assistant Administrator OAR EEO Manager	January 2002
Continue to support the American Indian Science and Engineering Society (AISES) and its activities by working closely with the student chapters and the AISES Government Relations Council.	OAR EEO Manager OAR EEO Specialist	November 2001
Work closely with Sinte Gleska University (SGU) and sponsor at least two staff members or students to attend the SACNAS conference.	OAR EEO Manager OAR EEO Specialist	January 2002

The EEO Office wrote a letter of support on behalf of Stone Child College for American Indian students to visit the Boulder laboratories to learn more about climate change research. The EEO office put together a panel highlighting minority outreach for the OAR Outreach Workshop in Seattle, WA. A representative from Northwest Indian College (NWIC) spoke about the NOAA Minority Serving Institution (MSI) grant that they received to conduct research projects in tribal restoration and the creation of an associate of science degree in habitat assessment.

OAR participated in the AISES National Conference in Albuquerque, NM. The EEO Specialist chaired the AISES Government Relations Council (GRC) and participated in meetings via phone conference. PHASE student information was posted on the AISES job bulletin board.

OAR continued contact with representatives from Sinte Gleska University (SGU) in Rosebud, SD as part of the NOAA MSI grant. One of the goals of the grant is to provide opportunities for SGU students to gain exposure to the fields related to NOAA's mission. A student was recruited for placement at CMDL under the PHASE program but declined. The CMDL Director participated in the Native View Forum at the USGS EROS data center in Sioux Falls, SD, which was co-sponsored by SGU.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
PLAN UPDATE FOR FY 2002
REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: Recruitment and Hiring

PROBLEM/BARRIER STATEMENT: OAR needs to strengthen its ongoing relationship with the University of Puerto Rico at Mayaguez.

OBJECTIVE: Establish an ongoing relationship with the University of Puerto Rico at Mayaguez (UPRM) and participate in activities that support of the NOAA and DOC Memorandum of Understanding (MOU) with UPRM.

RESPONSIBLE OFFICIAL: Assistant Administrator, OAR

TARGET DATE: September 2002

ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
Expand relationships with UPRM faculty and AOML employees to encourage joint funding proposals and joint projects.	OAR Deputy Assistant Administrator	January 2002
Continue to support the Memorandum of Understanding and place UPRM students in OAR laboratories during the summer months.	OAR EEO Manager	October 2002

OAR EEO attended the AMS conference in Orlando, FL and participated in the AMS Board on Women and Minorities meetings. Two Hispanic students were recruited for summer work in Miami at AOML. A NOAA Research Meteorologist from AOML was appointed as chair of the AMS Board on Women and Minorities.

A student from UPRM was placed at CDC under the PHASE program.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
NOTEWORTHY ACTIVITIES/INITIATIVES

This summary highlights information on internal and external upward mobility, outreach programs, and affirmative employment advocacy accomplishments for FY02.

A. Internal and external accomplishments related to upward mobility.

Centrally funded special projects resulted in the following:

- OAR provided funded $131,284 to the Colorado Alliance for Science (CAS) to administer the summer 2002 Practical Hands on Application to Science Education (PHASE) program. The summer hires included 17 students at OAR laboratories and 12 students at NIST. The OAR hires included: (3 Hispanic men, 1 Hispanic woman**,** 1 Asian man, 2 Black men, 5 non-minority men and 5 non-minority women).

- OAR provided funding ($1K) support for the 2001 Colorado Regional Competition of the National Ocean Science Bowl (NOSB) in February. The support was for students from rural high schools.

- OAR provided funding ($4K) support to the Close-up Foundation. Three Hispanic high school students from Hialeah High School, Hialeah, FL participated in the program in Washington, D.C.

- OAR provided funding ($1K) support to Solar Energy International (SEI) to assist fifteen minority youth, ages 15 to 19, to participate in the 2nd Annual Renewable Energy Camp for minority and underprivileged youth. SEI is dedicated to making renewable energy education accessible to those traditionally excluded by factors of gender, economics or ethnicity. Students included 9 American Indians, 2 Hispanics, 2 Asian, and 2 non-minorities.

- OAR supported the American Indian Science and Engineering Society (AISES) by attending the AISES national conference in Albuquerque, NM. The OAR EEO Specialist served as the Chairperson for the AISES Government Relations Council.

- OAR supported the Society for the Advancement of Chicanos and Native Americans (SACNAS) conference in Anaheim, CA with an NOAA exhibit display. OAR scientists also participated on workshop panels at both conferences. Partial funding ($11K) was provided to SACNAS to support teacher training for teachers from minority communities and rural areas.

Strategies used to increase upward mobility opportunities for employees included:

- A written EEO evaluation of each laboratory on accomplishments and areas of concern was presented to the OAR Assistant Administrator as part of the performance plan interviews for laboratory directors.

- Two women at SEC were selected to participate in the reestablished OAR Upward Mobility Program.

B. Outreach Programs

OAR participated in various outreach program activities aimed at attracting youth to the sciences. These activities included participation with organizations involved with youth, attending conferences, and supporting special student employment programs:

- OAR supported AISES by attending the AISES national conference in Albuquerque, NM. The OAR EEO Specialist served as the Chairperson for the AISES GRC.

- An OAR employee published a monthly bilingual newsletter for the grassroots community organization, E l Comité, from Longmont, CO.

- OAR published twenty-five issues of the *Denver Noticiero* and distributed it to more than 100 individuals and organizations nationwide. The *Noticiero* is also online at various websites.

- NOAA recruitment ads were purchased in publications aimed at attracting youth to the sciences: Boulder Community Actions Program awards brochure, Boulder County Blacks In Government (BIG) brochure and newsletter; and the El Comité newsletter, *Noticias.*

OAR participated in the following meetings:

- Quarterly meetings of the Denver and the Miami Federal Executive Board's Hispanic, American Indian, Women's, and EEO committees.
- Quarterly meetings of the Steering Committee of the Colorado Alliance for Science.
- Monthly meetings of the University of Colorado at Denver Ethnic Studies task force and minority recruitment and retention committee chaired by the Chancellor.
- Semiannual meetings of the AISES-Government Relations Council.
- Monthly meetings of CO MESA.
- Monthly meetings of El Comité, a Latino community grassroots organization.
- Monthly meetings of the Boulder County Blacks In Government (BIG) chapter.
- Monthly meetings of the OAR Outreach Committee.
- Monthly meetings of the Boulder County Down Syndrome organization.
- Monthly meetings of the Boulder Laboratories Diversity Council.
- Monthly parent workshops as part of the CO MESA and Sun Microsystems grant.

OAR participated in the following conferences:

- SACNAS National Conference with an exhibit display in September 2001 in Anaheim, CA.

- AISES 23rd Annual National Conference in November in Portland, OR with an exhibit display.

- Annual meeting of the AMS and meetings of the Board on Women and Minorities of the AMS in January in Orlando, FL.

- Federally Employed Women's (FEW) Annual National Conference in July in Orlando, FL. One SEC employee and four AOML employees attended the conference.

- Blacks In Government (BIG) Annual Conference in Atlanta, GA in August.

- Federal Employment Forum at the University of Colorado at Denver with an exhibit display.

Significant OAR community outreach activities by laboratories and program offices included the following information reported in the EEO quarterly reports:

OAR Headquarters (Silver Spring, MD):

During FY 02, a non-minority woman was hired under the STEP program.

The OAR outreach team produced NOAA Research Science posters on ozone and tsunami and attended the NSTA annual meeting in San Diego, CA.

The 2002 NOAA Research Web Shop held in Longmont, CO featured workshops on Section 508 of the Rehabilitation Act. OAR, Sea Grant, NWS and NESDIS employees attended and participated as speakers.

Aeronomy Laboratory (Boulder, CO):

Three students (2 non-minority men and 1 non-minority woman) participated in the PHASE 2002 program.

An employee served as a science mentor for a Black man from the University of Virginia. He was a protégée in the NCAR/SOARS (Significant Opportunities in Atmospheric Research and Science) program.

Employees gave presentations on Antarctica and ozone research to 40 junior and high school age students participating in the Women in Science program from Cheyenne, WY; to Barrow school kids grades 2 to 6 and at a town hall lecture.

Employees served as science fair judges at the Boulder Valley School District Science Fair, Montessori Science Fair, Rocky Mountain School for the Gifted and Creative, Ryan Elementary and Bear Creek Elementary. One employee served as a mentor for 2nd grade science fair projects at the Rocky Mountain School for the Gifted and Creative.

Employees gave five CARE demonstrations and presentations on maps and air pollution to a second grade class at Eisenhower Elementary and to the Kiwanis Club.

An employee volunteered six hours to help set up the computer infrastructure at the Rocky Mountain School for the Gifted and Creative and assisted a science class with physics demonstrations.

Air Resources Laboratory (Silver Spring, MD):

ARL used the following student programs to hire students:

> A Black woman participated in the NOAA Graduate Sciences - MSI program on an SCEP appointment.

Three students, (1 Hispanic Man, 1 non-minority man and 1 non-minority woman) worked at ARL, FRD and SRRB through the PHASE 2002 program.

Two VOE students from Oak Ridge High School and Anderson County High School worked at ARL.

A non-minority woman volunteered time conducting computer programming and graphics for applications of GEWEX data through the Oak Ridge High School's YLDCIP program. She earned high school credits and gained experience in a laboratory setting.

An ARL employee presented an experiment, "Understanding Water and Air Pressure" at Science Day at Chevy Chase Elementary. School supplies with NOAA logos were also distributed to about 150 students.

ASMD employees participated in the Scientist-in-the Classroom program at Leesville Road Middle School, the Science Olympiad regional competition and the University of North Carolina Alumni Career Connection Day, Chapel Hill, NC.

ASMD employees presented talks on Lightening and Lightning Safety, Becoming a Scientist, Thinking like a Scientist, Introduction to Magnetism, Ozone Health Effects and Air Quality Index to students at Baileywick Elementary, Olive Chapel Elementary, Leadmine Elementary, Franciscan School and three 5th-grade classes at Kingswood Elementary.

An ASMD employee presented five sessions on science fair projects to 1st graders at Olive Chapel Elementary and gave a presentation on *Weather Jeopardy* at the "Expanding Your Horizons Workshop," North Carolina State University, and Raleigh, NC.

ATDD, with a grant received from the OAR EEO office, teamed up with a junior at Oak Ridge High School, to establish an educational weather station to be used in the classroom of elementary, middle and high school science classes. The solar powered weather station can be deployed anywhere within a 1 km radius of a laptop computer that will be used to display and log the weather data. The student will also be providing weather safety tips with information that was provided by NOAA and the Red Cross.

ATDD employees participated on organizations such as the Board of Directors of the Southern Appalachian Science and Engineering Fair, which is the regional science fair for all of eastern Tennessee and the Recording for the Blind & Dyslexic.

Three SRRB employees were science fair judges at Boulder Country Day School and the Boulder Valley School District Science Fair.

A SORD employee participated in the Clark County School District PAYBACK (Professionals and Youth Building a Commitment) program at R. O. Gibson Middle School, Las Vegas, NV.

FRD showcased the Long-EZ research aircraft at Air Venture 2002 in Oshkosh, Wisconsin, in July. This was the Experimental Aircraft Associations 50th air show, and about 750,000 people observed the many exhibits and the 2500 show planes and aerial shows.

FRD employees provided talks on basic meteorology and properties of materials to local students; completed the Data logger software that operates the large community monitoring display for the public to view current meteorological conditions as they walk or drive by Madison and Blackfoot Middle schools; and participated in the Inter Mountain Meteorological Workshop at the University of Utah campus regarding weather forecasting at the 2002 Winter Olympics.

Atlantic Oceanographic Meteorological Laboratory (Miami, FL):

An employee was a facilitator for the following SFA Feedback sessions: NWS -- NHC/TPC (2); WFO-Miami (2); WFO-Birmingham (1); WFO-Mobile (1); WFO-Melbourne (1); NMFS/SEFC (2).

Student Appointments:

SCEP program (1 non-minority man and 2 Hispanic men).
MAST (Maritime and Science Technology) Academy High School (2 non-minority men and 1 non-minority woman)
PHASE (Practical Hands on Application to Science Education) - 1 non-minority man, 2 Hispanic men, 2 Black men, 1 Asian man)
CIMAS appointments: 2 non-minority men, 3 non-minority women and 5 minorities. The CIMAS student appointments were from FIU and MAST Academy.
NCAR/SOARS: 1 minority woman.
Student Volunteers: 1 non-minority man, 2 non-minority women and 2 minorities. The volunteers were from FAMU, FSU, SUNY, SHS and FIU.

Employees participated in the following educational organizations as part of their outreach: MAST Academy Educational Excellence School Advisory committee and North Miami Sr. High School Community Involvement meetings and activities; Miami-Dade County School Board Division of Math and Science Education; INSTAR; and Education Excellence, Scholastic and Academic Council meetings at Hialeah High School.

AOML, with funding support from OAR EEO, assisted students from Hialeah High School to participate in the Washington DC Close Up program.

An employee maintained the FAQ file on hurricanes, typhoons and tropical cyclones; taught 65 hours of a meteorology course at the University of Miami; spoke at the Biscayne Bay Yacht Club on “The Recent Increase in Atlantic Major Hurricanes: Causes & Implications; and served as a science fair judge at the South Florida Regional Science & Engineering Fair.

Five scientists participated in the Explorer of the Sea program. Each scientist spent a week at sea on board the cruise ship giving daily tours of the ocean and atmospheric labs on board. Visiting scientists also gave two talks during the course of the week, one on current ocean research and one in their area of expertise. An estimated 500 people were contacted through these events.

An employee contacted 16 different schools and colleges and offered science information, student career development and counseling; coordinated MAST academy summer and executive intern programs and served as an adjunct professor at BCC/Aviation institute.

Two employees were guests at the MAST High School 4th Annual Contemporary Issues in Science forum with the topic, "In Pursuit of Sustainability: Energy, Economy, Environment."

An employee attended the presidential classroom program in Washington, D.C. as a volunteer instructor to high school juniors and seniors. This is a competitive program that introduces students to a first hand experience of the American political system.

An employee taught a two hour COMAP/COMET class in Boulder and volunteered at the University of Hawaii School of Ocean and Earth Science & Technology open house.

Five employees were science fair judges at the South Florida Regional Science & Engineering Fair and seven employees participated in the South Florida Regional National Ocean Science Bowl competition at Harbor Branch Oceanographic Institution.

Employees participated in the following community events: Hialeah High Schools- Community Partners Breakfast, Virginia Key Habitat Restoration project and S. Florida Special Olympics.

Four employees coordinated and participated in an AMS local chapter hurricane commemorative evening. The general public heard lectures on the effects hurricanes have on their lives as South Floridians.

An employee partnered with a MAST Science teacher to create four education modules based on instrumentation onboard *Explorer of the Seas*. The modules will be available shortly on line and are targeted for the 8th grade level. She also participated in a week long cruise with four students from the NAACP Olympics of the Mind National Competition, acting as chaperone and mentor for the students. An employee assisted with preplanning, coordination and logistics of the NAACP Olympics of the Mind National Competition.

Geophysical Fluid Dynamics Laboratory (Princeton, NJ):

Four students were hired for the summer through the STEP program: 2 non-minority men, 1 Asian man and 1 non-minority woman.

Presentations on cloud formations, carbon cycle science and carbon management and solar energy were provided to students at various schools and at the Carbon Mitigation Initiative in Princeton, NJ.

Two employees met with a teacher and science supervisor from West Windsor-Plainsboro Schools to provide background information for their development of a third grade science unit of weather maps.

An employee participated in the following outreach activities: presentations on the Coriolis effect in weather including hurricanes to two 5th-grade classes at Riverside School in Princeton; demonstrated cloud formation experiments to five 2nd-grade classes at Grace N. Rogers School in East Windsor, NJ; gave talks on seasons to three 3rd-grade classes at Peter Muschal School in Bordentown, NJ; and assisted in a workshop on volcanoes for elementary school teachers participating in the QUEST program.

An employee participated as an evaluator in the Hopewell Elementary School Science Fair in Hopewell, New Jersey.

Employees gave presentations on the following: *Global Warming: Science Update*, as part of "The Heat Is On" program sponsored by the New Jersey Work Environment Council; hands-on activities on cloud formation at Science and Discovery Night at Lawrence Elementary; weather talks to preschool children, a 4th grade class at St. Paul's School, and to Dutch Neck, NJ Nursery School; and a talk on Being a Meteorologist to Hamilton Cub Scouts weather night and at the Morgan Elementary Career Day.

An employee participated in the following: presented hands-on activities related to the principles behind the causes of severe weather to 25 students in a Red Cross Club at Immaculate Conception School in Trenton, NJ; a QUEST follow-up workshop on the causes of "helium voice" including background on sound and the principles of how the voice works to about 30 elementary school teachers; conducted activities to demonstrate why the sky is blue and sunsets orange to three 2nd-grade classes at Littlebrook School in Princeton, NJ; provided cloud equipment for a 3rd grade class in West Windsor Plainsboro School District; and moderated a session of presentations by teachers on weather related classroom lessons and units in the annual QUEST Symposium

An employee gave presentations on greenhouse warming, weather, solar system, rain forests and volcanoes to 300 elementary school students at PPPL on Earth Day; three elementary school classes at Toll Gate E. S.; three kindergarten classes at Johnson Park E. S.; three 4th-grade classes at Riverside E. S; and two separate presentations to classes at the learning center at his church. He also staffed a booth at Princeton's Earth Day on climate research via laptop computer for the afternoon.

An employee was involved with QUEST in July where he gave presentations on greenhouse warming to a group of elementary school teachers and middle school teachers at GFDL. He was also involved in helping an exhibit coordinator set up a global warming exhibit at the Liberty Science Center through the use of video interviews, and various pictures of GFDL results.

Great Lakes Environmental Research Laboratory (Ann Arbor, MI):

Presentations on GLERL research were provided to students attending the Pinckney High School and Middle school career day and Hartland Middle School Technology.

Employees participated as science fair judges at St. Matthew Lutheran School, Scarlett Middle School, and the SE Michigan Science Fair where GLERL awarded three prizes in three categories – Junior Experiments, Senior Experiments, and Junior Models and Collections.

Twelve teams of high school students from Michigan and Ohio participated in the Fifth Annual Midwest Regional Competition of the NOSB. GLERL served as the host institution for the 4th year and partnered with CILER, Michigan Sea Grant, the University of Michigan, Smith Group JJR and the USGS Great Lakes Science Center

GLERL staff set up a display and handed out literature about GLERL programs at the Washtenaw Community College's Earth Day Festival, City of Ann Arbor's 2002 Green Fair and the Rouge River Water Festival at the University of Michigan in Dearborn. Approximately 3000 5th-grade students from all over the Detroit metro area attended the festival.

Thirteen employees participated in Take Your Child to Work Day.

Over 500 visitors toured the Research Vessel *Shenehon* as part of the annual Riverfest celebration and Tall Ships Festival in Alpena, MI. An open house on board the *Shenehon* was also held in August. Tours and exhibits describing GLERL research were a part of the activities.

For the fifth year GLERL and CILER co-hosted a Summer Fellowship program. Sixteen undergraduate students from throughout the country participated. Scientists served as mentors to students in a broad range of fields including biology, computer systems, engineering, and ecology. The fellowship provides students with the opportunity to gain work experience at a federal environmental research laboratory.

The A &M Consolidated High School NOSB team from College Station, TX visited GLERL's Lake Michigan Field Station (LMFS). The team won an all expense paid trip to LMFS after placing fourth in the NOSB national competition in Providence, RI in April 2002. Team members toured LMFS facilities and learned about GLERL research; took a cruise on the research vessel, *Laurentian*; visited Great Lakes sand dune communities at Hoffmaster State Park and local trout streams to learn about running water ecology.

National Severe Storms Laboratory (Norman, OK):

Ten undergraduate meteorology and math majors participated in the National Science Foundation sponsored Research Experience for Undergraduates summer program in Norman. Meteorologists from the various weather organizations in Norman served as mentors.

A CIMMS employee attended the SACNAS conference where he judged scientific poster presentations and discussed career options in the field of meteorology with students. He participated in an information session with staff members of the U. S. House of Representatives Science Committee concerning diversity issues in the geosciences

Six employees provided weather presentations as part of Whittier Middle School's fall cluster program; one employee gave a presentation about severe thunderstorms and storm interception to six earth science classes at Highland East Junior High School and one

employee mentored a 10th grade student from Ohio on his science fair project and talked about NSSL research and NOAA career opportunities with students at Purdue University and the University of Wisconsin at Milwaukee.

An employee represented NSSL at a University of Oklahoma School of Meteorology and College of Geosciences Career Day, staffed the NSSL/CIMMS booth at the National Severe Weather Workshop in Norman and at the AMS conference in Orlando, FL where she also gave a presentation to the public as part of the AMS' Weather Fest. She also presented ideas for teaching math and science at the annual meeting of the NSTA in San Diego; discussed weather with a high school student and with students at the University of Oklahoma; advised a high school student on a science fair project and responded to 73 phone calls and 135 e-mail messages to the NSSL webmaster.

An employee presented a talk to the Oklahoma City Chapter of Self Help for Hard of Hearing People (SHHH) concerning weather alerting systems and weather safety. He also met with two high school students (one of them being hearing impaired) to discuss careers in meteorology and to give them tours of NSSL, the Storm Prediction Center, and the local National Weather Service Forecast Office.

An employee served as a mentor for a 10th grade student from Ohio on his science fair project and talked with students at the University of Oklahoma about careers in meteorology and earth science; answered questions about mountain weather on the radio show Science Update and talked about lightning and lightning safety, highlighting NSSL research at a meeting of the Oklahoma City Outdoor Network.

Two employees served as EARTHSTORM mentors for a third grade teacher at Grand Avenue Elementary School in Chickasha, OK and for an elementary class in Enid, OK. One employee was a Career Day presenter at Whittier Middle School in Norman and wrote letters of recommendation for several undergraduate students.

An employee gave a presentation on atmospheric science careers and attending graduate school to students at Universidad Metropolitana in San Juan, PR. He also participated in a career workshop at Millwood Middle School, a school with nearly all African American students, in Oklahoma City.

Nine employees gave presentations on tornadoes, tornado safety, severe weather, NSSL research and demonstrations on water, phase changes and energy transfer to 3rd and 5th grade classes at Plateau Valley Elementary School in Collbran, CO; four sixth grade classes at Casady School in Oklahoma City; Emerald Elementary School in Broomfield, CO; Rotary Club meeting in Norman, Minnesota high school students and a summer youth program sponsored by the Center for Children and Families in Norman.

An employee gave several talks on severe weather and tornado safety to groups at the Capitol Hill Branch Library in Oklahoma City. Most of the talks were presented in Spanish to Hispanic audiences.

An employee provided talks on NSSL research to a meteorology class from Mustang High School, to a group of high school students participating in a summer program at East Central University, to 16 college students who were summer student internship winners from the Oklahoma Weather Center and Pennsylvania State University and to 28 middle and high

school teachers from Oklahoma attending a workshop sponsored by the Oklahoma School of Science and Math. She also hosted a high school science teacher from Minnesota who was interested in ideas for a new curriculum, conducted a mini-workshop for seven students at Jefferson Elementary School in Norman, participated in a Career Day at a Norman church, and conducted a tour of the lab for a high school student who will be attending the Oklahoma School of Science and Math in the fall.

An employee hosted two high school students who shadowed him for a day and one employee gave a tour of NSSL to a blind person from Nebraska who plans to become a meteorologist.

An employee discussed the science behind the movie "Twister" and compared the 1999 Salt Lake City tornado with the 3 May 1999 Oklahoma tornadoes at the University of Utah's Science Movie Night.

Two employees were mentors for a Boulder high school science teacher where they provided him with materials that he could use in the classroom.

An employee was a mentor for a 10th grade student from Ohio on his science fair project. He talked to meteorology undergraduates at the University of Utah about NSSL research and career opportunities in NOAA. He writes the Weather Watch column, that highlights NOAA and NSSL research, for *Canoe & Kayak* magazine. He also talked about lightning and lightning safety, highlighting NSSL research, at a meeting of the Oklahoma City Sierra Club.

During the 4th Quarter, four employees gave talks on lightning safety to Boy Scout Troop 21 in Edmond, OK.; aviation-related NSSL activities to the Airport Committee of the Norman Chamber of Commerce; NSSL public affairs activities to the Oklahoma City Chapter of Women in Communication; NSSL research to a group of Air Force meteorologists visiting the lab; the future of weather observations and forecasting to the Oklahoma Society of Professional Engineers, who earned educational credits toward recertification; and talks to the Norman Retired Officers Association, about NSSL research and its links to the military.

Pacific Marine Environmental Laboratory (Seattle, WA):

Employees participated in the following organizations: computer docent volunteer at a Seattle elementary school, Newport City Council member and member of the Technology Committee for a local elementary school, Local Advisory Committee member for the Early Intervention Programs in Lincoln County, Oregon and Oregon Policy Advisory Council on Geology.

An employee is involved in a mentor/protégée program through the Association of Women in Science. She is a mentor for a graduate student in Oceanography at the University of Washington. She also serves on the AWIS scholarship committee and participated in a career panel at the UW Women in Science and Engineering conference where she spoke about aerosols and climate.

An employee continued to coach a MATHCOUNTS team of junior high level students. This is a national program designed to encourage interest in and develop skills in mathematics.

A JISAO employee gave a weather demonstration to third graders from Sacagawea Elementary School, showed a video on weather hazards in the Pacific Northwest, gave a tour of the National Weather Service Forecast Office, and performed a weather balloon launch. He

was also a guest lecturer to four science classes at Nathan Hale High School where he discussed terrain effects on wind distributions in western Washington.

A JISAO-TAO project employee spoke to 15 high school students at the Seattle Aquarium about what it is like to be an oceanographer/atmospheric scientist.

An employee served as a consultant to the Exploratorium Museum in San Francisco on their Global Change web page.

Five employees gave presentations on oceanography, El Niño and PMEL research to a 5th grade class, the MIT Alumni Club of Puget Sound, to 20 kids participating in Take Your Child to Work Day, the Seaview Elementary school and the Maritime Academy of Ballard High School. Tours were also provided to the MIT Alumni Club and the Maritime Training Academy.

Space Environment Center (Boulder, CO):

SEC employees participated in a career fair at Michigan State University and provided a tour of the forecast center to students from a Space Environment Class at Colorado Springs State University.

Three employees provided talks on SEC, space weather and IUGG to the following organizations: Naval ROTC at CU Boulder, Denver Astronomical Society at their Astronomy Day at Denver University, Sigma Xi on the University of Colorado-Boulder campus and to broadcast meteorologist attending the Sierra Storm conference.

Four employees participated as science fair judges at Centennial Middle School, Jarrow Montessori School, Eisenhower Elementary and the Boulder Valley Regional Science Fair. One employee was a rules judge at the CIRES NOSB.

Tours were provided to the North High School astronomy club, the SWO Forecast Center for Adams City High School students and to a Boy Scout Explorer Post.

An employee gave a presentation in Spanish on space weather to *Educarte*, a Latino community organization in Boulder, CO.

An employee gave two presentations on space weather to 53 fifth graders at Gust Elementary School and St. Thomas Moore Parish School. He also gave an interview and tour of SEC for a profile story in *Popular Science* magazine; spoke about “Satellites in our Everyday World” at a conference hosted by NOAA and the University of North Carolina-Asheville.

An employee was involved in the following activities: Community Montessori science fair, moderator at the CIRES Ocean Bowl, attended an International Conference on Women in Physics in Paris and was inducted into the Colorado Women's Hall of Fame.

An employee attended the meeting of the advisory board for LEAP - Leadership Education for Advancement and Promotion. LEAP is an NSF-funded project with the aim to improve the recruitment, retention, and placement of women faculty in leadership positions at the University of Colorado in the science, math, engineering and technical disciplines. She also gave a talk, “Report from the International Conference on Women in Physics” at the Frasier Meadows Lyceum and served as a science fair judge at Sacred Heart elementary school.

Employees gave space weather presentations to Cherry Creek School District Teachers Workshop, Rosedale Elementary, Columbine Elementary, Blessed Sacrament, The Challenge School and Boy Scout Weather Explorer Post and UCLA.

Environmental Technology Laboratory (Boulder, CO):

An employee visited two Historically Black Colleges and Universities. She participated in the second annual summer internship fair at Spelman College in Atlanta, GA and gave a presentation on Boulder summer opportunities to students at Clark Atlanta University.

Four employees gave talks on the causes of wind, uses and abuses of sound, lasers and wind profiler products to the following: Louisville Elementary 3rd & 4th grade classes, Broomfield Rotary Chapter, Fairview High School and the NWS WFO. In addition, one employee advised a Fairview High School student on a science research project to be presented at the BVSD science fair in April.

An employee attended the NSTA Conference in San Diego, CA. NOAA Research posters both in English and Spanish were handed out to teachers visiting the NOAA booth.

Three employees were volunteers at the NOSB at the University of Colorado at Boulder and three employees served as science fair judges at Eisenhower Elementary and the Colorado State Science and Engineering Fair.

An employee gave a talk to volunteers prior to the opening of the “Powers of Nature” exhibit at the Denver Museum of Science and Nature and one employee participated in the “Reading to End Racism Day” at Kohl Elementary in Broomfield.

An employee served as a mentor for a Broomfield High School student studying the statistics of tornadoes near roadways.

Two employees gave talks on meteorology careers at Stanley Lake High School and a lecture at the COMAP 2002 course on Mountain Waves and Down slope Windstorms. An employee was also an instructor for NWS forecasters on a field program.

During the New England Air Quality Study at the Rye Harbor State Park, an employee hosted two groups of middle school students. She talked to them about sea breeze and air quality and demonstrated the Doppler lidar. She also produced a poster explaining the field program.

Forecast Systems Laboratory (Boulder, CO):

FSL participated in the PHASE 2002 program. The lab rehired a non-minority woman who assisted FSL with data analysis and storage of profiler data.

Five employees gave talks on weather, FSL research and microwave radiation to the following: Women in Science Group from Cheyenne, Wyoming, Boulder Optimist Club, Platt Middle School and the Boulder Junior Academy.

Seven employees served as science fair judges at Jarrow Montessori Science Fair, Community Montessori School, Regional Science Fair and Colorado State Science Fair.

Nine employees gave presentations on Profilers, weather, AWIPS workstation, "The Ups and Downs of Colorado Front Range Winter Weather" and 3-E Visualization to: The Society of Manufacturing Engineers, 5th graders at Ryan Elementary, Iowa State University students, Superior Elementary, museum officials at the Powers of Nature exhibit, 4th graders at St. Thomas Moore Elementary, 4th graders at Douglas Elementary and the Broomfield Recreation Center.

An employee was shadowed by a middle school student for a Career Day.

An employee assisted a University of Colorado at Denver student with an undergraduate senior project on weather data; worked with a high school student at FSL on learning more about meteorology and the AWIPS workstation and career choices; gave a Career in Meteorology presentation for a group of college students from around the country and assisted a teacher with Science on a Sphere student tutorials.

Climate Monitoring & Diagnostics Laboratory (Boulder, CO):

Three students (1 non-minority man and 2 non-minority women) participated in the PHASE program.

As of 4th Quarter 02, there were 7 STEP students at CMDL: 4 non-minority men, 2 non-minority women and 1 Asian man.

Several CMDL scientists assisted with the NOSB regional competition at CU-Boulder and the Barrow Science fair.

Employees gave talks on CMDL research, Antarctica and life at the South Pole to local schools, twenty-five 5th grade students at Superior Elementary and lectures at the NCAR Summer Colloquium on Interactions among Aerosols, Climate, and the Hydrological Cycle.

An employee at Mauna Loa Observatory continued to run the VOGNET program with Hilo, Hawaii high school students and also worked with two students at Pahoa High School on science fair projects.

An employee talked to three school groups (totaling 150) on CMDL activities; answered about 50 emails from students and teachers on questions about the atmosphere and South Pole operations and presented two invited talks on CMDL activities and the atmosphere, one in Wales, U.K. to the Senior University of the U.K., and one in Boulder to a Civics Group.

Climate Diagnostics Center (Boulder, CO):

CDC participated in the PHASE (Practical Hands-on Application to Science Education) 2002 program. A Hispanic woman from Puerto Rico gained educational experiences at CDC.

CDC scientists made presentations to local and national media and school groups, participated in judging science fairs, provided facility tours, answered questions from the general public, and participated in local/national/international scientific meetings:

An employee spoke with first and second graders at Edison Elementary School about the population decline in Steller sea lions, Polar Regions, habitats and the possible role of climate in the sea lion decline.

A Hispanic employee was interviewed by *CNN Spanish News* on the state of El Niño and to comment on predictions for the future development and possible future impacts on the climate of the US and the region.

An employee had interviews with several local and national media about the drought and wildfire situation in Colorado. He also discussed the presently evolving El Niño and how it might impact Colorado, as well as how severe drought patterns are hard to break.

Two CIRES employees gave talks on Climate Trends and the Current Drought and the impact of El Niño to a group of visiting teachers from the Colorado School of Mines National Science Academy and to undergraduate students in the CU Center for Science and Technology Policy Research/NCAR Global Climate Change and Society program.

C. Affirmative Action Advocacy

OAR developed the FY 01 AEP Accomplishments Plan for Minorities and Women and FY 02 AEP Update.

- OAR reported that 381 training courses were attended by 189 employees:
  189 courses by 101 non-minority men;
  146 courses by 70 non-minority women;
  4 courses by 1 American Indian woman;
  12 courses by 5 Asian women;
  3 courses by 1 Black man;
  15 courses by 3 Black women;
  8 courses by 6 Hispanic women;
  4 courses by 2 Hispanic men**.**

- OAR laboratories reported the following awards during FY 02:

  DOC Gold Medal - 6 non-minority men and 2 non-minority women
  DOC Gold Medal Group - 1 non-minority man and 1 Asian man
  DOC Silver Medal - 3 non-minority men
  DOC Bronze Medal - 3 non-minority men and 1 non-minority woman
  NOAA Administrators - 2 non-minority men

  NOAA Research Outstanding Scientific Paper - 5 non-minority men, 4 non-minority women, 1 Asian woman and 1 Hispanic man.

  NOAA Research Employee of the Year - 5 non-minority men and 2 non-minority women.

  NOAA Research Partner of the Month – 1 Asian man.

NOAA Research Team – Employee of the Year – 10 non-minority men and 1 Black man.

NOAA Best Practices Award – 1 non-minority man.

Presidential Rank Award – 6 non-minority men and 1 non-minority woman.

Presidential Early Career Award – 2 non-minority men.

Special Act – 33 non-minority men, 18 non-minority women, 2 Asian women and 4 Asian men.

QSI – 7 non-minority men, 5 non-minority women, 2 Asian men and 1 Black woman.

Cash in Your Account – 30 non-minority men, 20 non-minority women, 2 Asian women and 2 Hispanic men.

Time Off Award – 1 non-minority man.

Special Awards included:
EPA Exceptional ORD - 1 non-minority man.
Junior Officer of the Year - 1 Hispanic man
Outstanding Student Paper - 1 non-minority man and 1 non-minority woman.
CIRES Graduate Research Fellowship - 1 non-minority woman
BLDC Certificates of Appreciation - 2 non-minority women
Medal of Honor, University of Helsinki - 1 non-minority man
NASA Group Achievement Award - 11 non-minority men, 4 non-minority woman and 1 Asian man.
The Takeda Techno Entrepreneurship Award 2001 - 2 non-minority men and 1 non-minority woman
Best Wireless Project - 1 non-minority man
Best Technology Transfer to Operations award at NOAA Tech 2002 - 1 non-minority
University of Michigan Alumni Society Merit Award - 1 non-minority man
Public Personnel Employee Award - 1 non-minority man
High Performance Networking Award - 1 non-minority man
10 Year Service Award - 2 non-minority men and 1 non-minority woman
Turning Goals into Reality - 1 non-minority man
Annual CIRES award - 2 non-minority men
American Meteorological Society Special Award - 2 non-minority men
AMS Henry G. Houghton award - 1 non-minority man
Fellow of the American Geophysical Union - 1 non-minority man
2003 Royal Society of Great Britain Centenary Lecturer - 1 Asian man
2002 Weizmann Women Science Award - 1 non-minority woman

- EEO Office referral and selection statistics for FY 02, for all permanent vacancies GS-5 and above, STEP and SCEP appointments show the following: a minority and/or a non-minority woman were referred for 13 of 17 vacancies that were advertised (76.47%); minorities and

non-minority women were selected for 14 (73.68%) of the 19 selections that were made. (Appendix F).

- The OAR Yearly FTP employment chart shows an increase of 13 employees and a decrease of 9 employees. The net result was a total increase of four employees from 828 to 832.

  Increases:

  Non-minority women five (55 to 60)
  Black men increased by one (10 to 11)
  Hispanic men increased by one (18 to 19)
  Hispanic women increased by two (12 to 14)
  Asian men increased by two (21 to 23)
  Asian women increased by two (10 to 13)

  Decreases:

  Non-minority men by nine (530 to 521)

  The net result was a total increase of four employees from 828 to 832. (Appendix G).

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
PROGRAM PLAN UPDATE
COVER PAGE
FOR FISCAL YEAR 2003

NOAA OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH (OAR)
SSMC1, Room 4318
1335 East West Highway
Silver Spring, Maryland 20910-3225

ORGANIZATIONAL LEVEL: MOC

NUMBER OF EMPLOYEES COVERED BY PLAN: TOTAL

ANTHONY J. L. TAFOYA (303) 497-6731
NAME OF CONTACT PERSON/PERSON PREPARING FORM **TELEPHONE NO**.

ANTHONY J. L. TAFOYA, OAR EEO MANAGER
NAME AND TITLE OF PRINCIPAL EEO OFFICIAL

SIGNATURE OF PRINCIPAL EEO OFFICIAL DATE
CERTIFIES THAT THIS PLAN IS IN COMPLIANCE WITH EEOC MD-714.

LOUISA KOCH, ACTING ASSISTANT ADMINISTRATOR, OAR
NAME AND TITLE OF HEAD OF ORGANIZATION

SIGNATURE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL DATE
CERTIFIES THAT THIS PLAN IS IN COMPLIANCE WITH EEOC MD-714

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
PLAN UPDATE FOR FY 2003
OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: Organization and Resources

PROBLEM/BARRIER STATEMENT: The OAR EEO program procedures are not being applied to all OAR units that were made part of OAR under the OAR reorganization in 1999.

OBJECTIVE: Expand the OAR EEO program to include all OAR units.
RESPONSIBLE OFFICIAL: Assistant Administrator, OAR
TARGET DATE: September 2003

ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
Expand the OAR EEO vacancy tracking procedures to OAR HQ and HQ units (OGP, Sea Grant, and NURP).	OAR EEO Manager, and OAR Deputy Assistant Administrator	September 2003
Expand the requirement for EEO Quarterly reports to OAR HQ and HQ units (OGP, Sea Grant, and NURP).	OAR Deputy Assistant Administrator	March 2003

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
PLAN UPDATE FOR FY 2003
REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: Recruiting and Hiring

PROBLEM/BARRIER STATEMENT: OAR has an aging workforce and needs to develop new strategies for attracting, promoting, and retaining minorities and women.

OBJECTIVE: Develop procedures for attracting more employees to OAR.
RESPONSIBLE OFFICIAL: Assistant Administrator, OAR
TARGET DATE: September 2003

ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
Support the NOAA initiative for Minority Serving Institutions by serving on the MSI council and providing leadership for new initiatives with HBCUs, HSIs and Tribal Colleges.	OAR Deputy Assistant Administrator	March 2003
Increase the working relationship with minority organizations such as SACNAS, MESA, and AISES and encourage attendance at meetings and financial support of the national conference.	OAR EEO Manager and OAR Deputy Assistant Administrator	September 2003
Provide assistance to Blacks In Government (BIG) by serving on committees for the 2003 National Training Conference in Denver.	OAR EEO Manager OAR EEO Specialist	August 2003
Seek out new funding to be made available by OAR HQ for laboratories to hire new employees.	OAR Deputy Assistant Administrator	September 2003
Expand the Time-in-Grade (TIG) analysis to focus on retention of GS and Demo employees with TIG exceeding 60 months.	OAR EEO Manager	March 2003
Develop a procedure for identifying laboratory candidates for an internal Upward Mobility program.	OAR EEO Manager	September 2003

APPENDICES

OFFICE OF OCEANIC & ATMOSPHERIC RESEARCH (OAR) (MAP200 Mauna Loa not included)
EEO WORKFORCE PROFILE BY PATCOB (Permanent Employees)
4TH Q FY 01 TO 4TH Q FY 02

OCCUPATIONAL CATEGORIES *	YEARS & % CHANGE	TOTAL ALL	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN MALE	ASIAN FEMALE	AMERICAN INDIAN MALE	AMERICAN INDIAN FEMALE
PROFESSIONAL	2001	604	454	82	8	6	18	7	19	7	2	1
(ZP Pay Band)	%	100.00%	75.17%	13.58%	1.32%	0.99%	2.98%	1.16%	3.15%	1.16%	0.33%	0.17%
	2002	597	439	83	11	8	18	6	20	9	2	1
	%	100.00%	73.53%	13.90%	1.84%	1.34%	3.02%	1.01%	3.35%	1.51%	0.34%	0.17%
	US CLF % **		54.70%	30.30%	2.40%	3.20%	2.10%	1.40%	3.50%	1.90%	0.20%	0.20%
	Prof CLF % ***		75.85%	15.03%	1.93%	1.03%	1.68%	0.53%	2.98%	0.65%	0.28%	0.08%
	CHANGE IN %		-1.63%	0.33%	0.52%	0.35%	0.03%	-0.15%	0.20%	0.35%	0.00%	0.00%
ADMINISTRATIVE	2001	127	40	70	1	5	2	2	3	2	0	2
(ZA Pay Band)	%	100.00%	31.50%	55.12%	0.79%	3.94%	1.57%	1.57%	2.36%	1.57%	0.00%	1.57%
	2002	137	42	74	1	9	2	2	3	2	0	2
	%	100.00%	30.66%	54.01%	0.73%	6.57%	1.46%	1.46%	2.19%	1.46%	0.00%	1.46%
	CLF %		42.10%	40.40%	3.60%	5.30%	2.60%	2.60%	1.40%	1.40%	0.30%	0.30%
	CHANGE IN %		-0.84%	-1.10%	-0.06%	2.63%	-0.11%	-0.11%	-0.17%	-0.11%	0.00%	-0.11%
TECHNICAL	2001	68	41	17	0	6	1	0	1	1	1	0
(ZT Pay Band)	%	100.00%	60.29%	25.00%	0.00%	8.82%	1.47%	0.00%	1.47%	1.47%	1.47%	0.00%
	2002	63	40	12	0	7	1	0	1	1	1	0
	%	100.00%	63.49%	19.05%	0.00%	11.11%	1.59%	0.00%	1.59%	1.59%	1.59%	0.00%
	CLF %		36.10%	42.90%	3.60%	6.60%	3.20%	3.40%	1.90%	1.60%	0.40%	0.40%
	CHANGE IN %		3.20%	-5.95%	0.00%	2.29%	0.12%	0.00%	0.12%	0.12%	0.12%	0.00%
CLERICAL	2001	75	0	50	1	16	0	7	0	1	0	0
(ZS Pay Band)	%	100.00%	0.00%	66.67%	1.33%	21.33%	0.00%	9.33%	0.00%	1.33%	0.00%	0.00%
	2002	74	0	53	2	10	0	8	0	1	0	0
	%	100.00%	0.00%	71.62%	2.70%	13.51%	0.00%	10.81%	0.00%	1.35%	0.00%	0.00%
	CLF %		14.00%	63.40%	2.80%	9.60%	1.70%	5.20%	0.80%	1.90%	0.10%	0.50%
	CHANGE IN %		0	4.95%	1.37%	-7.82%	0.00%	1.48%	0.00%	0.02%	0.00%	0.00%
OTHER	2001	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CLF %		67.60%	11.20%	9.70%	3.20%	4.80%	1.00%	1.20%	0.30%	0.90%	0.20%
	CHANGE IN %		0	0	0	0	0	0	0	0	0	0
BLUE COLLAR	2001	13	11	0	2	0	0	0	0	0	0	0
	%	100.00%	84.62%	0.00%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	12	10	0	1	0	1	0	0	0	0	0
	%	100.00%	83.33%	0.00%	8.33%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%
	CLF %		65.40%	9.80%	9.10%	2.20%	8.70%	1.50%	1.70%	0.50%	0.80%	0.20%
	CHANGE IN %		-1.28%	0.00%	-7.05%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	2001	887	546	219	12	33	21	16	23	11	3	3
	%	100.00%	61.56%	24.69%	1.35%	3.72%	2.37%	1.80%	2.59%	1.24%	0.34%	0.34%
	2002	883	531	222	15	34	22	16	24	13	3	3
	%	100.00%	60.14%	25.14%	1.70%	3.85%	2.49%	1.81%	2.72%	1.47%	0.34%	0.34%
	CHANGE IN %		-1.42%	0.45%	0.35%	0.13%	0.12%	0.01%	0.12%	0.23%	0.00%	0.00%

*GS and Payband employees were combined to reflect the PATCO categories. All employees in the ZP band are listed as Professional; ZT employees are listed as Technical; ZA employees are listed as Administrative and ZS are listed as clerical.
** US Civilian Labor Force (CLF) Data - 1990 CENSUS
*** Professional CLF Data for OAR mission related occupations (Meteorology, Physical science, Oceanography and Physics.

APPENDIX A

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH (MAP200 Mauna Loa not included)

MAP200 (Mauna Loa) not included

EEO WORKFORCE BY GS/GM GRADE GROUPS

4TH Q FY 01 TO 4TH Q FY 02

WHITE COLLAR GS/ES/ST GRADE GROUPS	YEARS & % CHANGE	TOTAL ALL	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN MALE	ASIAN FEMALE	AMERICAN INDIAN MALE	AMERICAN INDIAN FEMALE
GS4	2001	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS 5 TO 8	2001	30	4	18	0	6	0	0	0	2	0	0
	%	98.79%	12.12%	60.00%	0.00%	20.00%	0.00%	0.00%	0.00%	6.67%	0.00%	0.00%
	2002	33	5	18	1	7	0	0	0	2	0	0
	%	100.00%	15.15%	54.55%	3.03%	21.21%	0.00%	0.00%	0.00%	6.06%	0.00%	0.00%
	CHANGE IN %		3.03%	-5.45%	3.03%	1.21%	0.00%	0.00%	0.00%	-0.61%	0.00%	0.00%
GS 9 TO 12	2001	82	45	27	2	2	0	1	4	0	0	1
	%	100.00%	54.88%	32.93%	2.44%	2.44%	0.00%	1.22%	4.88%	0.00%	0.00%	1.22%
	2002	79	44	25	3	2	0	0	4	0	0	1
	%	100.00%	55.70%	31.65%	3.80%	2.53%	0.00%	0.00%	5.06%	0.00%	0.00%	1.27%
	CHANGE IN %		0.82%	-1.28%	1.36%	0.09%	0.00%	-1.22%	0.19%	0.00%	0.00%	0.05%
GS 13 TO 15	2001	121	98	14	0	0	4	0	4	1	0	0
	%	100.00%	80.99%	11.57%	0.00%	0.00%	3.31%	0.00%	3.31%	0.83%	0.00%	0.00%
	2002	122	93	15	0	0	4	1	6	3	0	0
	%	100.00%	76.23%	12.30%	0.00%	0.00%	3.28%	0.82%	4.92%	2.46%	0.00%	0.00%
	CHANGE IN %		-4.76%	0.72%	0.00%	0.00%	-0.03%	0.82%	1.61%	1.63%	0.00%	0.00%
ES/ST	2001	25	20	3	0	0	0	0	2	0	0	0
	%	100.00%	80.00%	12.00%	0.00%	0.00%	0.00%	0.00%	8.00%	0.00%	0.00%	0.00%
	2002	25	19	4	0	0	0	0	2	0	0	0
	%	100.00%	76.00%	16.00%	0.00%	0.00%	0.00%	0.00%	8.00%	0.00%	0.00%	0.00%
	CHANGE IN %		-4.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	2001	258	167	62	2	8	4	1	10	3	0	1
	%	100.00%	64.73%	24.03%	0.78%	3.10%	1.55%	0.39%	3.88%	1.16%	0.00%	0.39%
	2002	260	161	63	4	9	4	1	12	5	0	1
	%	100.00%	61.92%	24.23%	1.54%	3.46%	1.54%	0.38%	4.62%	1.92%	0.00%	0.38%
	CHANGE IN %		-2.81%	0.20%	0.76%	0.36%	-0.01%	0.00%	0.74%	0.76%	0.00%	0.00%

*OAR laboratories remaining in the GS system include GFDL, GLERL & PMEL.

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH

MAP200 (Mauna Loa) not included

EEO PERMANENT WORKFORCE BY DEMO WORK SCHEDULES (ZP, ZA, ZT, ZP)

4TH Q FY01 to 4TH Q FY 02

Demo Grade Groups	YEARS & % CHANGE	TOTAL ALL	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN MALE	ASIAN FEMALE	AMERICAN INDIAN MALE	AMERICAN INDIAN FEMALE
ZP	2001	442	329	59	7	5	14	7	13	6	2	0
	%	100.00%	74.43%	13.35%	1.58%	1.13%	3.17%	1.58%	2.94%	1.36%	0.45%	0.00%
	2002	435	322	58	8	7	14	6	12	6	2	0
	%	100.00%	74.02%	13.33%	1.84%	1.61%	3.22%	1.38%	2.76%	1.38%	0.46%	0.00%
	Change in %		-0.41%	-0.02%	0.26%	0.48%	0.05%	-0.20%	-0.18%	0.02%	0.01%	0.00%
ZA	2001	82	19	52	0	4	2	1	0	2	0	2
	%	100.00%	23.17%	63.41%	0.00%	4.88%	2.44%	1.22%	0.00%	2.44%	0.00%	2.44%
	2002	89	20	55	0	7	2	1	0	2	0	2
	%	100.00%	22.47%	61.80%	0.00%	7.87%	2.25%	1.12%	0.00%	2.25%	0.00%	2.25%
	Change in %		-0.70%	-1.62%	0.00%	2.99%	-0.19%	-0.10%	0.00%	-0.19%	0.00%	-0.19%
ZT	2001	25	20	2	0	1	1	0	0	0	1	0
	%	100.00%	80.00%	8.00%	0.00%	4.00%	4.00%	0.00%	0.00%	0.00%	4.00%	0.00%
	2002	22	18	1	0	1	1	0	0	0	1	0
	%	100.00%	81.82%	4.55%	0.00%	4.55%	4.55%	0.00%	0.00%	0.00%	4.55%	0.00%
	Change in %		1.82%	-3.45%	0.00%	0.55%	0.55%	0.00%	0.00%	0.00%	0.55%	0.00%
ZS	2001	67	0	44	1	15	0	7	0	0	0	0
	%	100.00%	0.00%	65.67%	1.49%	22.39%	0.00%	10.45%	0.00%	0.00%	0.00%	0
	2002	65	0	45	2	10	0	8	0	0	0	0
	%	100.00%	0.00%	69.23%	3.08%	15.38%	0.00%	12.31%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	3.56%	1.58%	-7.00%	0.00%	1.86%	0.00%	0.00%	0.00%	0.00%
TOTAL	2001	616	368	157	8	25	17	15	13	8	3	2
	%	100.00%	59.74%	25.49%	1.30%	4.06%	2.76%	2.44%	2.11%	1.30%	0.49%	0.32%
	2002	611	360	159	10	25	17	15	12	8	3	2
	%	100.00%	58.92%	26.02%	1.64%	4.09%	2.78%	2.45%	1.96%	1.31%	0.49%	0.33%
	Change in %		-0.82%	0.54%	0.34%	0.03%	0.02%	0.02%	-0.15%	0.01%	0.00%	0.00%

APPENDIX C

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH

MAP200 (Mauna Loa) not included

ZP CAREER PATH

4TH Q FY01 TO 4TH Q FY 02

ZP BAND GRADE GROUPS	YEARS & % CHANGE	TOTAL ALL	WHITE		BLACK		HISPANIC		ASIAN		AMERICAN INDIAN	
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ZP01	2001	2	1	1	0	0	0	0	0	0	0	0
(GS1 to 6)	%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	2	1	1	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ZP02	2001	9	4	1	0	1	1	1	1	0	0	0
(GS7 to 10)	%	100.00%	44.44%	11.11%	0.00%	11.11%	11.11%	11.11%	11.11%	0.00%	0.00%	0.00%
	2002	19	7	4	2	3	1	1	1	0	0	0
	%	95.96%	36.84%	21.05%	10.53%	15.79%	5.26%	1.22%	5.26%	0.00%	0.00%	0.00%
	Change in %		-7.60%	9.94%	10.53%	4.68%	-5.85%	-9.89%	-5.85%	0.00%	0.00%	0.00%
ZP03	2001	104	64	23	3	4	3	3	1	2	1	0
(GS11 to12)	%	100.00%	61.54%	22.12%	2.88%	3.85%	2.88%	2.88%	0.96%	1.92%	0.96%	0.00%
	2002	99	64	22	2	4	3	2	0	1	1	0
	%	100.00%	64.65%	22.22%	2.02%	4.04%	3.03%	2.02%	0.00%	1.01%	1.01%	0.00%
	Change in %		3.11%	0.11%	-0.86%	0.19%	0.15%	-0.86%	-0.96%	-0.91%	0.05%	0.00%
ZP04	2001	245	189	30	3	0	9	2	8	3	1	0
(GS13 to 14)	%	100.00%	77.14%	12.24%	1.22%	0.00%	3.67%	0.82%	3.27%	1.22%	0.41%	0.00%
	2002	235	181	27	3	0	9	2	8	4	1	0
	%	100.00%	77.02%	11.49%	1.28%	0.00%	3.83%	0.85%	3.40%	1.70%	0.43%	0.00%
	Change in %		-0.12%	-0.76%	0.05%	0.00%	0.16%	0.03%	0.14%	0.48%	0.02%	0.00%
ZP05	2001	82	71	4	1	0	1	1	3	1	0	0
(GS15)	%	100.00%	86.59%	4.88%	1.22%	0.00%	1.22%	1.22%	3.66%	1.22%	0.00%	0.00%
	2002	80	69	4	1	0	1	1	3	1	0	0
	%	100.00%	86.25%	5.00%	1.25%	0.00%	1.25%	1.25%	3.75%	1.25%	0.00%	0.00%
	Change in %		-0.34%	0.12%	0.03%	0.00%	0.03%	0.03%	0.09%	0.03%	0.00%	0.00%
TOTAL	2001	442	329	59	7	5	14	7	13	6	2	0
	%	100.00%	74.43%	13.35%	1.58%	1.13%	3.17%	1.58%	2.94%	1.36%	0.45%	0.00%
	2002	435	322	58	8	7	14	6	12	6	2	0
	%	100.00%	74.02%	13.33%	1.84%	1.61%	3.22%	1.38%	2.76%	1.38%	0.46%	0.00%
	Change in %		-0.41%	-0.02%	0.26%	0.48%	0.05%	-0.20%	-0.18%	0.02%	0.01%	0.00%

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH
MGP200 (Mauna Loa) not included
ZA CAREER PATH
4TH Q FY01 TO 4TH Q FY 02

ZA BAND GRADE GROUPS	YEARS & % CHANGE	YEARS & % CHANGE	TOTAL ALL	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN MALE	ASIAN FEMALE	AMERICAN INDIAN MALE	AMERICAN INDIAN FEMALE
ZA01	2001	2001	1	0	0	0	0	0	1	0	0	0	0
(GS1 to 6)	%	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
	2002	2002	0	0	0	0	0	0	0	0	0	0	0
	%	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %	Change in %		0.00%	0.00%	0.00%	0.00%	0.00%	-100.00%	0.00%	0.00%	0.00%	0.00%
ZA02	2001	2001	17	2	12	0	2	1	0	0	0	0	0
(GS7 to 10)	%	%	100.00%	11.76%	70.59%	0.00%	11.76%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	2002	17	1	11	0	3	1	1	0	0	0	0
	%	%	100.00%	5.88%	64.71%	0.00%	17.65%	5.88%	5.88%	0.00%	0.00%	0.00%	0.00%
	Change in %	Change in %		-5.88%	-5.88%	0.00%	5.88%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%
ZA03	2001	2001	36	10	22	0	1	0	0	0	1	0	2
(GS11 to 12)	%	%	100.00%	27.78%	61.11%	0.00%	2.78%	0.00%	0.00%	0.00%	2.78%	0.00%	5.56%
	2002	2002	39	12	23	0	1	0	0	0	1	0	2
	%	%	100.00%	30.77%	58.97%	0.00%	2.56%	0.00%	0.00%	0.00%	2.56%	0.00%	5.13%
	Change in %	Change in %		2.99%	-2.14%	0.00%	-0.21%	0.00%	0.00%	0.00%	-0.21%	0.00%	-0.43%
ZA04	2001	2001	24	5	16	0	1	1	0	0	1	0	0
(GS13 to 14)	%	%	100.00%	20.83%	66.67%	0.00%	4.17%	4.17%	0.00%	0.00%	4.17%	0.00%	0.00%
	2002	2002	28	4	20	0	2	1	0	0	1	0	0
	%	%	100.00%	14.29%	71.43%	0.00%	7.14%	3.57%	0.00%	0.00%	3.57%	0.00%	0.00%
	Change in %	Change in %		-6.55%	4.76%	0.00%	2.98%	-0.60%	0.00%	0.00%	-0.60%	0.00%	0.00%
ZA05	2001	2001	4	2	2	0	0	0	0	0	0	0	0
(GS15)	%	%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	2002	5	3	1	0	1	0	0	0	0	0	0
	%	%	100.00%	60.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %	Change in %		10.00%	-30.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	2001	2001	82	19	52	0	4	2	1	0	2	0	2
	%	%	100.00%	23.17%	63.41%	0.00%	4.88%	2.44%	1.22%	0.00%	2.44%	0.00%	2.44%
	2002	2002	89	20	55	0	7	2	1	0	2	0	2
	%	%	100.00%	22.47%	61.80%	0.00%	7.87%	2.25%	1.12%	0.00%	2.25%	0.00%	2.25%
	Change in %	Change in %		-0.70%	-1.62%	0.00%	2.99%	-0.19%	-0.10%	0.00%	-0.19%	0.00%	-0.19%

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH

MAP200 (Mauna Loa) not included

ZT Career Path (FTP,PTP,SCEP)

4TH Q FY 01 TO 4TH Q FY 02

ZT CAREER PATH GRADE GROUPS	YEARS & % CHANGE	TOTAL ALL	WHITE		BLACK		HISPANIC		ASIAN		AMERICAN INDIAN	
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ZT02	2001	7	6	1	0	0	0	0	0	0	0	0
(GS5 to 8)	%	100.00%	85.71%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	3	1	2	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ZT03	2001	6	3	1	0	1	1	0	0	0	0	0
(GS9 to 10)	%	100.00%	50.00%	16.67%	0.00%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	6	4	0	0	1	1	0	0	0	0	0
	%	100.00%	66.67%	0.00%	0.00%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		16.67%	-16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ZT04	2001	12	11	0	0	0	0	0	0	0	1	0
(GS11 to 12)	%	100.00%	91.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%
	2002	13	12	0	0	0	0	0	0	0	1	0
	%	100.00%	92.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%
	Change in %		0.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%
TOTAL	2001	25	20	2	0	1	1	0	0	0	1	0
	%	42.33%	29.85%	2.99%	0.00%	4.00%	4.00%	0.00%	0.00%	0.00%	1.49%	0.00%
	2002	22	17	2	0	1	1	0	0	0	1	0
	%	100.00%	77.27%	9.09%	0.00%	4.55%	4.55%	0.00%	0.00%	0.00%	4.55%	0.00%
	Change in %		47.42%	6.11%	0.00%	0.55%	0.55%	0.00%	0.00%	0.00%	3.05%	0.00%

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH

MAP200 (Mauna Loa) not included

ZS CAREER PATH (FTP/PTP/SCEP)

4TH Q FY 01 TO 4TH Q FY 02

ZS Band Grade Groups	YEARS & % CHANGE	TOTAL ALL	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN MALE	ASIAN FEMALE	AMERICAN INDIAN MALE	AMERICAN INDIAN FEMALE
ZS01	2001	0	0	0	0	0	0	0	0	0	0	0
(GS1 to 2)	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ZS02	2001	2	0	0	0	2	0	0	0	0	0	0
(GS3 to 4)	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	2	0	0	0	2	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ZS03	2001	13	0	7	0	6	0	0	0	0	0	0
(GS5 to 6)	%	100.00%	0.00%	53.85%	0.00%	46.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	10	0	6	0	3	0	1	0	0	0	0
	%	100.00%	0.00%	60.00%	0.00%	30.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	-6.15%	0.00%	16.15%	0.00%	-10.00%	0.00%	0.00%	0.00%	0.00%
ZS04	2001	49	0	35	1	7	0	6	0	0	0	0
(GS7 to 8)	%	100.00%	0.00%	71.43%	2.04%	14.29%	0.00%	12.24%	0.00%	0.00%	0.00%	0.00%
	2002	49	0	37	2	4	0	6	0	0	0	0
	%	100.00%	0.00%	75.51%	4.08%	8.16%	0.00%	12.24%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	4.08%	2.04%	-6.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ZS05	2001	3	0	2	0	0	0	1	0	0	0	0
(GS9 to 10)	%	100.00%	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%
	2002	3	0	1	1	0	0	1	0	0	0	0
	%	100.00%	0.00%	33.33%	33.33%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	-33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	2001	67	0	44	1	15	0	7	0	0	0	0
	%	100.00%	0.00%	65.67%	1.49%	22.39%	0.00%	10.45%	0.00%	0.00%	0.00%	0.00%
	2002	65	0	45	3	9	0	8	0	0	0	0
	%	100.00%	0.00%	69.23%	4.62%	13.85%	0.00%	12.31%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	3.56%	3.12%	-8.54%	0.00%	1.86%	0.00%	0.00%	0.00%	0.00%

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH
MAP200 (Mauna Loa) not included.
EEO WORKFORCE PROFILE BY BLUE-COLLAR (WG) GROUPS (Permanent Employees)
4TH Q FY01 TO 4TH Q FY 02

Blue Collar	YEARS &	TOTAL	WHITE		BLACK		HISPANIC		ASIAN		AMERICAN INDIAN	
GRADE GROUPS	% CHANGE	ALL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WG 1 TO 4	2001	3	2	0	1	0	0	0	0	0	0	0
	%	100.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		33.33%	0.00%	-33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WG 5 TO 9	2001	4	4	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	6	5	0	0	0	1	0	0	0	0	0
	%	100.00%	83.33%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		-16.67%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
WG 10	2001	2	1	0	1	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	2	1	0	1	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WG 11 TO 12	2001	2	2	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	2	2	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WG 13 TO 15	2001	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		-100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS 10 to 12	2001	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	2001	13	11	0	2	0	0	0	0	0	0	0
BLUE-COLLAR	%	100.00%	84.62%	0.00%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2002	12	10	0	1	0	1	0	0	0	0	0
	%	100.00%	83.33%	0.00%	8.33%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		-1.28%	0.00%	-7.05%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%

OFFICE OF OCEANIC & ATMOSPHERIC RESEARCH (OAR) - MAP200 (Mauna Loa) not included

EEO WORKFORCE PROFILE BY MAJOR OCCUPATIONS (Permanent Employees)

4TH Q FY 01 TO 4TH Q FY 02

OCCUPATION NAME/SERIES	YEARS & %CHANGE	TOTAL ALL	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN AMERICAN/ PACIFIC ISLANDER MALE	ASIAN AMERICAN/ PACIFIC ISLANDER FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE
METEOROLOGY *	2001	177	145	16	0	0	4	1	9	1	1	0
(1340)	%	100.00%	81.92%	9.04%	0.00%	0.00%	2.26%	0.56%	5.08%	0.56%	0.56%	0.00%
	2002	169	140	13	0	0	4	1	9	1	1	0
	%	100.00%	82.84%	7.69%	0.00%	0.00%	2.37%	0.59%	5.33%	0.59%	0.59%	0.00%
	CLF%		80.00%	10.60%	2.90%	0.80%	1.30%	0.80%	2.60%	0.70%	0.40%	0.00%
	Change in %		0.92%	-1.35%	0.00%	0.00%	0.11%	0.03%	0.24%	0.03%	0.03%	0.00%
PHYSICAL SCIENCE	2001	110	83	19	1	1	2	0	1	2	1	0
(1301)	%	100.00%	75.45%	17.27%	0.91%	0.91%	1.82%	0.00%	0.91%	1.82%	0.91%	0.00%
	2002	111	80	19	3	1	2	0	1	4	1	0
	%	100.00%	72.07%	17.12%	2.70%	0.90%	1.80%	0.00%	0.90%	3.60%	0.90%	0.00%
	CLF%		64.4%	25.3%	2.3%	2.3%	1.6%	0.4%	2.4%	0.8%	0.2%	0.2%
	Change in %		-3.38%	-0.16%	1.79%	-0.01%	-0.02%	0.00%	-0.01%	1.79%	-0.01%	0.00%
OCEANOGRAPHY	2001	67	46	11	2	1	2	1	3	1	0	0
(1360)	%	100.00%	68.66%	16.42%	2.99%	1.49%	2.99%	1.49%	4.48%	1.49%	0.00%	0.00%
	2002	67	44	12	2	1	2	1	4	1	0	0
	%	100.00%	65.67%	17.91%	2.99%	1.49%	2.99%	1.49%	5.97%	1.49%	0.00%	0.00%
	CLF%		81.1%	13.2%	0.8%	0.3%	1.9%	0.5%	1.6%	0.3%	0.2%	0.1%
	Change in %		-0.02985	0.01493	0	0	0	0	0.0149254	0	0	0
PHYSICS	2001	60	55	1	0	0	3	0	1	0	0	0
(1310)	%	100.00%	91.67%	1.67%	0.00%	0.00%	5.00%	0.00%	1.67%	0.00%	0.00%	0.00%
	2002	58	53	1	0	0	3	0	1	0	0	0
	%	100.00%	91.38%	1.72%	0.00%	0.00%	5.17%	0.00%	1.72%	0.00%	0.00%	0.00%
	CLF%		77.9%	11.0%	1.7%	0.7%	1.9%	0.4%	5.3%	0.8%	0.3%	0.0%
	Change in %		-0.29%	0.06%	0.00%	0.00%	0.17%	0.00%	0.06%	0.00%	0.00%	0.00%
TOTAL	**2001**	**414**	**329**	**47**	**3**	**2**	**11**	**2**	**14**	**4**	**2**	**0**
	%	**100.00%**	**79.47%**	**11.35%**	**0.72%**	**0.48%**	**2.66%**	**0.48%**	**3.38%**	**0.97%**	**0.48%**	**0.00%**
	2002	**405**	**317**	**45**	**5**	**2**	**11**	**2**	**15**	**6**	**2**	**0**
	%	**100.00%**	**78.27%**	**11.11%**	**1.23%**	**0.49%**	**2.72%**	**0.49%**	**3.70%**	**1.48%**	**0.49%**	**0.00%**
	Change in %		**-1.20%**	**-0.24%**	**0.51%**	**0.01%**	**0.06%**	**0.01%**	**0.32%**	**0.52%**	**0.01%**	**0.00%**

*Occupation-specific CLF data was used to determine the underrepresentation of OAR mission related occupations.

ALL PERMANENT OAR VACANCIES
GS-5 AND ABOVE, STUDENT POSITIONS (STEP & SCEP)
OCTOBER 1, 2001 TO SEPTEMBER 30, 2002

REFERRALS				SELECTIONS			
MINORITY		NON-MINORITY		MINORITY		NON-MINORITY	
MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
3D 3	4D,1B 5	37	9	1D 1	1D 1	12	5
TOTAL NUMBER OF REFERRALS = 54 TOTAL NUMBER OF VACANCIES= 17 MINORITIES/WOMEN REFERRED FOR 13 VACANCIES = 76.47%				TOTAL NUMBER OF SELECTIONS = 19 Two vacancies had 2 selections each.			

Minority Codes:
B = Asian
D = Hispanic

APPENDIX F

OCEANIC AND ATMOSPHERIC RESEARCH
YEARLY FULL TIME PERMANENT EMPLOYMENT CHART

	DEC 74	JUNE 76	JUNE 78	JUNE 80	JUNE 82	JUNE 84	JUNE 86	JUNE 88	JUNE 90	JUNE 92	JUNE 94*	JUNE 97	JUNE 98**	JUNE 99***	JUNE 00****	JUNE 01	JUNE 02
BLACK MEN	15	23	21	22	17	11	7	7	5	6	7	10	11	10	11	10	11
	1.71%	2.34%	2.15%	2.37%	1.84%	1.60%	0.97%	0.92%	0.64%	0.74%	0.82%	1.33%	1.34%	1.19%	1.26%	1.21%	1.32%
BLACK WOMEN	4	13	14	12	11	7	10	9	9	11	16	13	23	23	25	30	30
	0.46%	1.33%	1.43%	1.29%	1.19%	1.02%	1.39%	1.18%	1.15%	1.35%	1.87%	1.73%	2.80%	2.73%	2.87%	3.62%	3.61%
TOTAL BLACK	19	36	35	34	28	18	17	16	14	17	23	23	34	33	36	40	41
HISPANIC MEN	6	10	16	27	29	17	19	17	16	17	17	13	18	15	17	18	19
	0.69%	1.02%	1.64%	2.91%	3.14%	2.47%	2.65%	2.23%	2.05%	2.08%	1.98%	1.73%	2.19%	1.78%	1.95%	2.17%	2.28%
HISPANIC WOMEN	6	12	12	8	8	9	12	13	13	14	12	10	11	12	11	12	14
	0.69%	1.22%	1.23%	0.86%	0.87%	1.31%	1.67%	1.71%	1.66%	1.72%	1.40%	1.33%	1.34%	1.43%	1.26%	1.45%	1.68%
TOTAL HISPANIC	12	22	28	35	37	26	31	30	29	31	29	23	29	27	28	30	33
AMERICAN INDIAN MEN	1	1	2	4	3	2	3	3	2	4	4	3	4	3	3	3	3
	0.11%	0.10%	0.20%	0.43%	0.33%	0.29%	0.42%	0.39%	0.26%	0.49%	0.47%	0.40%	0.49%	0.36%	0.34%	0.36%	0.36%
AMERICAN INDIAN WOMEN	1	0	1	0	1	2	1	1	2	2	2	2	3	3	3	3	3
	0.11%	0.00%	0.10%	0.00%	0.11%	0.29%	0.14%	0.13%	0.26%	0.25%	0.23%	0.27%	0.37%	0.36%	0.34%	0.36%	0.36%
TOTAL AMERICAN INDIAN	2	1	3	4	4	4	4	4	4	6	6	5	7	6	6	6	6
ASIAN MEN	7	12	14	18	16	17	18	19	18	20	18	18	18	23	26	21	23
	0.80%	1.22%	1.43%	1.94%	1.73%	2.47%	2.51%	2.49%	2.30%	2.45%	2.10%	2.40%	2.19%	2.73%	2.99%	2.54%	2.76%
ASIAN WOMEN	1	2	1	2	2	3	3	6	6	7	8	9	8	8	9	10	13
	0.11%	0.20%	0.10%	0.22%	0.22%	0.44%	0.42%	0.79%	0.77%	0.86%	0.93%	1.20%	0.97%	0.95%	1.03%	1.21%	1.56%
TOTAL ASIAN	8	14	15	20	18	20	21	25	24	27	26	27	26	31	35	31	36
TOTAL MINORITY MEN	29	46	53	71	65	47	47	46	41	47	46	44	51	51	57	52	56
	3.31%	4.69%	5.43%	7.66%	7.04%	6.84%	6.55%	6.04%	5.24%	5.76%	5.37%	5.86%	6.21%	6.06%	6.55%	6.28%	6.73%
TOTAL MINORITY WOMEN	12	27	28	22	22	21	26	29	30	34	38	34	45	46	48	55	60
	1.37%	2.75%	2.87%	2.37%	2.38%	3.06%	3.62%	3.81%	3.84%	4.17%	4.43%	4.53%	5.48%	5.47%	5.52%	6.64%	7.21%
TOTAL NON-MINORITY MEN	672	739	726	661	653	505	510	537	545	560	597	510	536	554	560	530	521
	76.80%	75.33%	74.39%	71.31%	70.75%	73.51%	71.03%	70.47%	69.69%	68.63%	69.66%	67.91%	65.29%	65.87%	64.37%	64.01%	62.62%
TOTAL NON-MINORITY WOME	162	169	169	173	183	114	135	150	166	175	176	163	189	190	205	191	195
	18.51%	17.23%	17.32%	18.66%	19.83%	16.59%	18.80%	19.69%	21.23%	21.45%	20.54%	21.70%	23.02%	22.59%	23.56%	23.07%	23.44%
TOTAL OAR FULL-TIME PERMANENT EMPLOYMENT	875	981	976	927	923	687	718	762	782	816	857	751	821	841	870	828	832

NOTES:
MAP200 (Mauna Loa) and Wage Grade Employees not included.
1974 to 1997- Includes ERL laboratories only.
*1994: Includes 26 NWS employees transferred to ARL.
**1998 - Includes ERL and OAR HQs employees.
***1999- Increase due to conversions of CIRES employees.
****2000 - Includes OGP employees transferred to OAR.

APPENDIX G